EDUCATION, CULTURE AND EMPLOYMENT

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OVERVIEW

MISSION

The mandate of the Minister and the Department of Education, Culture and Employment is to provide quality programs, services and supports in the areas of early childhood development, K-12 education, postsecondary and adult education, career development, apprenticeship and occupational certification, employment standards, income assistance, official languages, arts, and culture and heritage.

GOALS

1. ***Pride in our Culture*** - Northerners who are knowledgeable about and proud of their culture.
2. ***Education of Children and Youth*** - Northern families developing a strong foundation for their children's learning.
3. ***Education of Adults*** - Northern adults continuing to learn and grow to meet the requirements of daily living.
4. ***A Skilled and Productive Work Environment*** - Northerners participating in a strong and prosperous work environment.
5. ***People Participating Fully in Society*** - Northerners actively participating in community and society to their fullest.

BUDGET (2008/9)

Compensation & Benefits	$	20,439,000
Grants & Contributions	$	197,816,000
Operations & Maintenance	$	67,335,000
Amortization	$	8,324,000
Infrastructure Investment	$	28,458,000

STAFFING (2008/9)

Headquarters (HQ)	133 positions	
Regional/Other Communities	70 positions	
Education Authorities	1,093 positions	(estimate based on 2007-08 school year enrolments)
Aurora College	225 positions	(estimate based on GNWT funding framework)

KEY ACTIVITIES

1. *Culture, Heritage and Languages*
   - *Culture and Heritage*
   - *Official Languages*
2. *Early Childhood and Schools*
   - *Early Childhood Development*
   - *K-12 Education*
   - *Library Services*
3. *Adult and Postsecondary Education*
4. *Employment and Labour*
5. *Income Security*

STRATEGIC ACTIONS

The Department of Education, Culture and Employment (the Department) will work with other GNWT Departments in support of the government's strategic initiatives:

- *Improve Skills for Living and Working (Maximizing Opportunities Initiative)*
- *Promote the NWT As A Place To Visit And Live (Maximizing Opportunities Initiative)*
- *Maximize Benefits from Resource Development (Maximizing Opportunities Initiative)*
- *Support Individuals and Families (Reducing Cost of Living Initiative)*
- *Expand Programming for Children and Youth (Building Our Future Initiative)*
- *Strengthen Service Delivery (Refocusing Government Initiative)*

STRATEGIC ISSUES

Culture Trends

Participation in arts festivals, Aboriginal celebrations and other cultural events has increased significantly from 16% in 2002 to 23% in 2006. Over half of all visitors to the Northwest Territories (NWT) visit museums and historic sites. Employment in the Information, Culture and Recreation Service Sector has grown from 3% in 2001 to 5% in 2006 of the total NWT employment. This does not include artists in the goods producing sector[1]. Trade in the cultural sector represents one of the three largest industries in the NWT, yet the value of culture exports have dropped from $560,000 in 2001 to $234,000 in 2005[2]. As one of the top ten NWT industries, the cultural sector contributed $21.5 million toward the NWT's GDP in 2006 from $18.5 million in 2000[3], representing a general growth of $3 million. Nearly half (44%) of NWT Aboriginal women participated in making art and crafts and 35 % earned income from their products.[4] Visitor participation in festivals has increased from 16% in 2002 to 23% in 2006 while visitor participation in historic sites, museums and Aboriginal content (52%) was more than any other attraction in 2006[5].

Aboriginal Language Trends

A number of social, political and demographic factors affect Aboriginal language acquisition and maintenance. The segment of the Aboriginal population that is most fluent in their language and holds most of the traditional knowledge is aging. One key factor that impacted the intergenerational transmission of languages for this population in their early years was attendance at residential school. Another factor is that the English language, as the dominant world language and the language of mass media, has become the language of choice that the general population uses at home, work and in the community.

The percentage of the Aboriginal population aged 15 and over that is able to speak an Aboriginal language has dropped from 59% in 1984 to 43% in 2006. However, the annual average percentage change is slowing down. Between 1989 and 1999, the decline in Aboriginal language usage was 2.1% while from 1999 to 2006 the decline was 0.7%.[6] The decline could have resulted, in part, from the Department's targeted investments over the last ten years toward Aboriginal language community efforts, Language Nest Programs, and Aboriginal Language and Culture-based K-12 Education.

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[1] NWT Bureau of Statistics, 2006 Labour Force Survey
[2] Statistics Canada International Trade Division, Catalogue no. 87-007, page 9
[3] NWT Bureau of Statistics
[4] NWT Bureau of Statistics, 1999 Labour Force Survey
[5] Industry, Trade and Investment, 2002 and 2006 Visitor Exit Surveys
[6] NWT Bureau of Statistics

Education Trends

The percentage of NWT high school graduates of Aboriginal descent has increased significantly since 2000. Approximately 43% of the 2006 graduates were of Aboriginal descent compared with 19% in 2000. In the same period, the number of graduates in smaller communities has nearly doubled and the percentage of graduates compared to the number of 18 year olds in the NWT as a whole has increased from 39% to 52%. This trend may be a result of improved student teacher ratios, grade extensions in small communities and the Inclusive Schooling Initiative. From 2000 to 2007, there has been a decline in enrolments from 9,998 to 9,048 due largely to changing demographics.

Advanced education and training increases a person's earning potential while furthering individual career goals. A wide variety of college, apprenticeship and training programs are available across the NWT. Career development services are available in secondary schools, the college campuses and at regional career centres.

Employment Trends

In 2007, 21% of all employed persons in the NWT worked in public administration. Other large sectors of the labour market include health and social services comprising 12% of all employed persons: retail and wholesale trade at 11%; transportation and warehousing at 8%; forestry, fishing, mining, oil and gas at 10%; education at 6%; and construction at 7%. Postsecondary education and training programs along with pathways through secondary school prepare Northerners for participation in occupations that represent high employment opportunities. These programs include mining, construction, nursing, teaching, social work and management.

The NWT had the third highest employment rate in Canada in 2006 at nearly 69%. This may partly be a result of the recent boom in the non-renewable resources sector although the government represented nearly 40% of all jobs. However, in 2007, there was a wide gap between the employment rate in Yellowknife of 83% and almost 62% in all other communities combined. There was also a wide gap between Aboriginal (55%) and non-Aboriginal (87%) employment rates. At the same time the NWT is experiencing skill shortages and employers must look elsewhere to fill positions in key occupations. The Department will continue to work with the federal government, industry and Aboriginal organizations to ensure that all NWT residents have equal access to training and employment opportunities through various initiatives. The Department is also making targeted investments in trades and other northern occupations.

Income Trends

In recent years, the average income of all workers in the NWT has increased while the number of income assistance beneficiaries has decreased overall. Between 1997 and 2006, average income grew 44%. This increase in income was coupled with a decrease of income assistance utilization from 10% of the population in 1997 to 5% in 2007. Although the median income of $90,865 is high, 10% of families have incomes less than $25,000. The Department's efforts to provide a safety net for low-income earners and to encourage beneficiaries of income assistance to participate in productive choices will continue to positively impact the degree to which NWT residents and their families can afford the basic costs of living and become self-reliant.

DIRECTORATE AND ADMINISTRATION

Description

Directorate and Administration provides overall management, planning, communications and administrative support to the Department and its partners in education across the NWT. The Branch operates under the direction of the Deputy Minister who makes recommendations to the Minister with regards to Department goals, objectives, and standards.

The Directorate provides leadership, management, planning, and public relations for the Department as well as its boards and agencies.

The Strategic and Business Services Division guides broad policy and legislative initiatives, strategic planning, business planning and capital planning for the Department, Aurora College and the education authorities. It coordinates briefing notes and decision-making documents and provides records management and financial administration. Finally, the Division manages the information systems that support the delivery of programs and services across the Department, Aurora College and the education authorities.

Public Affairs manages, develops, implements and maintains all internal and external communication plans and all public affairs activities for the Department of Education, Culture and Employment.

2008/9 Resources

Budget:

Compensation & Benefits	$3,895,000
Grants & Contributions	-
Other O&M	$3,946,000
Amortization	-

Staffing (Positions):

Directorate (HQ)	6
Strategic and Business Services Division (HQ)	26

Major Program and Service Initiatives

Boards and Agencies Reform

The Department is participating in the GNWT initiative to create multi-purpose boards that integrate health and social services, education, and housing programs at the regional level with a view to improving the effectiveness and efficiency of these government services.

KEY ACTIVITY 1.1: CULTURE AND HERITAGE

Description

All residents of, and visitors to, the NWT benefit socially and/or economically from a richer understanding of our heritage and from meaningful participation in cultural activities. Some of the most effective departmental activities in this area of responsibility support projects and organizations that operate at the community level.

NWT Museum Operation: works with community experts to collect, preserve, document, study, exhibit, and educate the public about artifacts, specimens and works of art significant to the culture and heritage of the NWT.

NWT Cultural Places: conducts archaeological fieldwork and research, assesses impact of resource development on archaeological resources, and issues permits for archaeological research.

NWT Archives: identifies, acquires, preserves and makes accessible government records and records of historic significance to the NWT.

Community Arts, Culture and Heritage Programs: provides funding and support services to community museums, cultural organizations, cultural projects, artists and arts organizations.

Major Program and Service Initiatives

Exhibit Strategy:

- This Strategy will guide the development of in-house and travelling exhibits, including community participation, and associated on-line exhibits and museum education programs.

NWT Museum Collections Strategy:

- A strategy will be developed to systematically collect, document and preserve artifacts and other objects of significance to the heritage of the NWT.

NWT Archives Collections Strategy:

- A strategy will be developed to systematically collect recorded oral history, photographs, sound and video recordings, historic documents and other records significant to our NWT heritage.

NWT Arts Strategy:

- The Strategy was recently reviewed by the arts community and a revised Action Plan will be implemented. Additional investments will be made to support arts and culture involving participation by northern performers as part of the 2010 Olympics.

Historic Places Initiative:

- Federal funding of over $2 million has been renewed to 2010 to document archaeological and historic sites.

2008/9 Budget:

Compensation & Benefits
$2,199,000

Grants & Contributions
$1,382,000

Other O&M
$724,000

Amortization
$ 0

Staff (Positions):

27 HQ

Activity/Output Measures:

NWT Museum Operations:

- Number of new exhibits produced.
- Number of visitors.
- Number of education programs delivered.
- Number of website visitors.

Cultural Places Program:

- Number of communities involved in a Cultural Places Research Project.

NWT Archives:

- Number of clients.
- Number of finding aids created for the collection.

Community Contributions:

- Number of individuals and organizations funded.

KEY ACTIVITY 1.2: OFFICIAL LANGUAGES

Description

The Department provides a variety of programs and services that support the Official Languages of the Northwest Territories.

Aboriginal Languages Program: provides funding to each Official Aboriginal Language community to implement its strategic plan for language revitalization and administers the Aboriginal Interpreter/Translator Certification Program. Funding is provided to Aurora College for the Aboriginal Language and Culture Instructor Program and to Education Authorities for Aboriginal Language and Culture programs in NWT schools.

French Language Services: coordinates Official language services for the Department and provides translation and interpreting services to all GNWT departments, boards and agencies.

The ***Official Languages Board:*** comprised of one member of each of the 11 Official Languages of the NWT, advises the Minister Responsible for Official Languages on issues related to the delivery of official languages services by the GNWT.

The ***Aboriginal Languages Revitalization Board:*** comprised of one member of each of the nine Official Aboriginal Languages of the NWT, advises the Minister on government and community efforts to maintain, revitalize and promote Aboriginal languages.

Major Program and Service Initiatives

Aboriginal Languages Strategy

- The Strategy will be reviewed to guide programs and services aimed at the acquisition and maintenance of Aboriginal languages.

Implementation Plan for French Language:

- An Implementation Plan to enhance access to French Language Services across the GNWT will be developed.
- A Single Window Project for the delivery of GNWT services in French will be piloted in Yellowknife.

Aboriginal Language Services:

- An Implementation Plan will be developed.
- A "Single Window Service Centre" for Aboriginal languages will be piloted.

2008/9 Budget:

Compensation & Benefits
$1,206,000

Grants & Contributions
$3,533,000

Other O&M
$1,295,000

Amortization
$ 0

Staff (Funded Positions):

12 HQ
(Regional/Other

Activity/Output Measures:

Aboriginal Languages:

- Number of funded Aboriginal language community activities.
- Number of funded Aboriginal literacy activities.
- Number of participants in the Interpreter/ Translator Training Program.

French Language:

- Number of funded French Community Cultural Development activities.
- Number of people accessing the pilot service centre.
- Number of words translated into French or English.

KEY ACTIVITY 2.1: EARLY CHILDHOOD DEVELOPMENT

Description

The Department provides program development support to community organizations interested in delivering programs and services for young children and their families.

Regional Early Childhood Consultants provide program development support, funding to assist with operational expenses and funding for training for early childhood workers. The Early Childhood program licences and monitors early childhood programs to ensure compliance with the *Child Day Care Act* and *Standards Regulations*.

Major Program and Service Initiatives

***Healthy Children Initiative*:**

- Funding will continue to be provided through regional committees to community-based organizations to enhance existing early childhood programs and services.

***Language Nest Initiative*:**

- The Department will continue to support the Language Nest sites that include language speakers, Aboriginal materials, resources, and activities.

Early Childhood Education Postsecondary Training:

- Aurora College and the Department will undertake a review of the Early Childhood Development Certificate program including the course topics and the distant delivery method currently used in order to improve the current postsecondary training offered by the College.

Family Literacy:

- The NWT Literacy Council will review existing workshops and training, continue to provide regional training opportunities, and begin researching materials and information for the development of 'Start Early Kits' family literacy kits for children 0-3 years of age and their families.

2008/9 Budget:

Compensation & Benefits
$743,000

Grants & Contributions
$5,421,000

Other O&M
$104,000

Amortization
$ 0

Staff (Positions):

2.0 HQ
4.0 Regional/Other

Activity/Output Measures:

- Number of funded Early Childhood Programs.
- Number of projects supported by Healthy Children Initiative funding.
- Number of funded Language Nest sites.
- Number of funded Family Literacy activities.
- Number of individuals enrolled in Early Childhood Development Certificate courses at Aurora College.

KEY ACTIVITY 2.2: K-12 EDUCATION

Description

The Department provides support and monitors compliance with legislation, standards and directives for the NWT school system.

Instructional Support Services: ensures that curriculum is appropriate to students' academic needs, cultural backgrounds, languages, and learning styles; provides in-service to educators; develops curriculum and materials, training programs, guidelines and strategies to support students through educational programming.

Operations and Development: provides operational support to education bodies and coordinates teacher recruitment, teacher and principal certification, school improvement projects and manages student records and territorial wide student assessment strategies.

School Contributions: are provided to the education authorities based on enrolment and to cover annual operating and maintenance costs.

Major Program and Service Initiatives

Instructional Support Services:

- Conduct large and small scale in-service training sessions for:
  - Social Studies: Grades 5, 6, 30-1 and 30-2.
  - English Language Arts: grades 7 to 9, 10-3, 20-3 and 30-3.
  - Mathematics: Grades 3, 6, 9 and 10 Common and 10 Workplace and Apprenticeship Mathematics.
  - Science: Grade 11 Experiential Science 20 and Grade 11 Applications of Science 20.
  - Dene Kede: K to 9.
- Develop a framework for Trades Programming.

Education Operations and Development:

- Pilot and review a Principal Growth and Evaluation Model.
- Work with the NWTTA Representatives to provide recommendations to foster a safe school environment for students and teachers in the NWT.
- Revise Directive on Student Assessment, Evaluation and Reporting, in accordance with the direction of the Minister, based on the recommendations coming from the Review.
- Develop a strategy to close the education achievement gap between Aboriginal and non-Aboriginal students.

School Contributions

- Improve Pupil Teacher Ratio for trades programming.
- The Small Community School Initiative will support high school students in small communities to access programs to fulfill their career and education plans.

2008/9 Budget:

Compensation & Benefits
$2,340,000 (Education)

Grants & Contributions
$144,871,000 (Education)

Other O&M
$2,303,000 (Education)

Amortization
$ 5,968,000 (Education)

Staff (Positions):

22 HQ (Education)

Activity/Output Measures:

- Number of principals in an evaluation process.
- Number of new teachers in mentorship programs.
- Number of new curriculum, including teacher and student resources, developed.
- Number of teachers that have received in-service training in each new curriculum.

KEY ACTIVITY 2.3: LIBRARY SERVICES

Description

The Department provides all residents of the Northwest Territories with quality library services that meet their educational, informational and recreational needs.

A central library collection is maintained and used to rotate current material to libraries across the NWT. In communities without libraries, residents can search the online catalogue on the Public Library Services (PLS) Website and receive materials by mail.

Professional library staff also provide training and technical support for community library staff. Special programming, such as the Summer Reading Club and Canadian Children's Book Week, is also coordinated centrally.

PLS also provides the automated library system for the NWT Library Network that provides service to community libraries, the Legislative Library, Aurora College libraries, Aurora Research Institute Library and PWNHC Reference Library.

Major Program and Service Initiatives

Automated Library Checkout System

- All libraries will receive training and be provided with access to the automated library checkout system.

Community Library Space Planning

- A long-term plan for the provision of public library space in communities will be developed and utilized for capital planning purposes.

Labour Market Literacy – Library Enhancements

- An enhancement to contributions to libraries in small communities will allow libraries to be open more hours a week and more days a year.

2008/9 Budget:

Compensation & Benefits
$477,000

Grants & Contributions
$293,000

Other O&M
$372,000

Amortization
$ 0

Staff (Positions):

8 Regional/Other (Library)

Activity/Output Measures:

- Number of borrowers and number of items circulated to residents.
- Number of professional/technical services provided to community libraries.
- Number of new materials.

KEY ACTIVITY 3: ADULT AND POST-SECONDARY EDUCATION

Description

The Department assists the NWT adult population to acquire the skills, knowledge and abilities to become more self-reliant and to take better advantage of social and economic opportunities.

College Services: supports Aurora College in the planning, research, development and evaluation of adult and postsecondary programs and services.

Aurora College: delivers, directly or through partnerships, a wide variety of certificate, diploma and training programs relevant to the NWT labour market. Degree programs are offered including the Bachelor of Science of Nursing and the Bachelor of Education.

Aurora Research Institute: is responsible for licensing and coordinating research in accordance with the *Scientists Act* and continues in its established role of supporting physical and social science research along with technology innovation.

Adult Literacy and Basic Education (ALBE): Aurora College delivers ALBE programming ranging from basic literacy to Grade 12 level courses at Community Learning Centres (CLCs) in smaller communities and at the Aurora, Thebacha and Yellowknife Campuses in regional centres.

Major Program and Service Initiatives

Aurora College:

- A results-based accountability framework for Aurora College will be developed along with a schedule for regular evaluation.

NWT Literacy Strategy:

- With the guidance of the Literacy Strategy Advisory Committee, the NWT Literacy Strategy 2008/2018 will be implemented.
- Under the guidance of the ALBE Articulation Working Group, the NWT Secondary School Diploma for adults will be implemented.

Teacher Education Strategy:

- The Community Teacher Education Program will be expanded to regions across the NWT. This includes delivery of the Aboriginal Language and Culture Instructor Program for schools.

Private Vocational Training Initiative:

- Under the guidance of the Private Vocational Training Working Group, analysis and monitoring of institutions will take place.

2008/9 Budget:

Compensation & Benefits
$506,000

Grants & Contributions
$33,185,000

Other O&M
$384,000

Amortization
$2,356,000

Staff (Positions):

3 HQ
0 Regional/Other

Activity/Output Measures:

Aurora College:

- Number of graduates.
- Number of students enrolled in ALBE.

NWT Literacy:

- Number of funded literacy projects and participants.

Teacher Education Program:

- Number of students enrolled.
- Number of graduates.

KEY ACTIVITY 4: EMPLOYMENT AND LABOUR

Description

The Department provides a variety of programs and services that increase opportunities for Northerners to develop their careers and to seek improved employment.

Career and Employment Development: provides a variety of career services, training and employment programs. Partnerships are created with other governments, Aboriginal organizations, community organizations and industry.

Resource Development: coordinates Departmental policy in relation to the non-renewable sector.

Apprenticeship, Trades and Occupations: certifies individuals in 42 designated trades and 23 occupations. It also plans, coordinates, evaluates and maintains certification standards and processes.

Employment Standards Office: provides information on the *Employment Standards Act* and *Regulations* to employers and employees. It also conducts formal investigations and appeals regarding complaints of non-compliance with the *Act*.

Major Program and Service Initiatives

Canada-NWT Labour Market Agreement:

- An evaluation is being conducted.
- The Department is consulting with the federal government regarding additional training support for clients who are not eligible for Employment Insurance.

Career Development Directive:

- The Career Development Directive will be updated based on the regional consultations in schools, career centres and college campuses.

Immigration:

- Establish a NWT Immigration Portal to improve the provision of on-line information services and tools for prospective immigrants and newcomers to the NWT.
- Implement a NWT nominee program to attract immigrants with skills in occupations where there are skills shortages in the NWT.

Apprenticeship, Trades and Occupations:

- Implementation of recommendations as identified in the Apprenticeship and Occupational Certification Program Review (AOC Review).

2008/9 Budget:

Compensation & Benefits
$3,878,000

Grants & Contributions
$80,000

Other O&M
$ 2,552,000

Amortization
$0

Staff (Positions):

14 HQ
22 Regional/Other

Activity/Output Measures:

Career and Employment Development:

- Number of clients who received training and/or employment supports.

Apprenticeship, Trades and Occupations:

- Number of workers who receive certification.
- Number of trades and occupations reviewed or newly designated.

Employment Standards:

- Number of presentations delivered.
- Number of inquiries received.
- Number of investigations conducted.

KEY ACTIVITY 5: INCOME SECURITY

Description

The Department administers a variety of Income Security programs. Income Security Programs provide financial assistance to NWT residents to meet basic needs, address cost of living, encourage home ownership and ensure access to basic health, education or legal programs and services for low income residents of the NWT.

Income Assistance: provides financial assistance to people age 19 or over, and their dependents, to meet basic needs for food, shelter, utilities and fuel.

Public Housing Rental Subsidies: provides financial assistance to lower-income NWT residents living in public housing to assist with the cost of rent.

Student Financial Assistance: provides financial assistance to NWT Residents to assist them with the cost of obtaining a postsecondary education.

Child Care User Subsidy: provides financial assistance to lower income families to assist them with child care expenses while they are working or in school.

Seniors' Home Heating Subsidy: provides financial assistance to lower income NWT seniors to assist them with the cost of heating their homes in the winter months.

Major Program and Service Initiatives

Income Security Review:

- Align the Public Housing Rental Subsidy Program with the new Income Security Model.
  - Update cost of living rent reduction.
  - Implement incentive to work policy.
- Review Income Security Programs for seniors and persons with disabilities.

Income Security Training:

- Provide on-going staff training on customer service and case management.

Establishment of ECE Service Centers:

- Implement service center plan focusing on providing improved service delivery in all remote NWT communities.

2008/9 Budget:

Compensation & Benefits
$5,195,000

Grants & Contributions
$9,051,000

Other O&M
$55,655,000

Amortization
$0

Staff (Positions):

22 HQ
35 Regional/Other

Activity/Output Measures:

- Number of unique income assistance cases.
- Number of seniors receiving Supplementary Benefits.
- Number of SFA applications approved.
- Number of Housing Subsidy applications received.
- Number of ECE service centres established.

STRATEGIC INITIATIVE: BUILDING OUR FUTURE
Action: Expand Programming for Children and Youth

Description

Expansion of Early Childhood Development Programs

To expand access to, and improve the quality of, early childhood programs by supporting culturally-relevant programs, training early childhood workers and family literacy coordinators, and improving transitions to Kindergarten and Grade One. As a result, young children will have an effective, culturally relevant start in life that will contribute positively to their educational, health and social development.

Community Based Teacher Education Program

Provide access programs and practicum placements in communities for the Teacher Education Program (TEP) and provide additional personal, professional, cultural and academic learning supports. As a result, enrolment and completion rates of the TEP will increase. Graduates of the Aurora College Teacher Education Program and the Aboriginal Language and Cultural Instructor Program (ALCIP) will be better prepared to teach students in the NWT. There will also be an increase in the number of Aboriginal teachers in the NWT School System.

Small Community School Initiative

Provide opportunities for students from small communities to access the high school programs required to fulfill their career and education plans. Education authorities will receive additional funds to either assist students to attend schools in regional centres or, alternatively, to pool funds to hire a specialist teacher to assist students through distance education and by traveling to the communities.

Objectives

Expansion of Early Childhood Development Programs

- To increase program support capacity at headquarters and in the regions.
- To support quality early language development programs, with an emphasis on developing and revitalizing the official NWT Aboriginal languages.
- To expand access to early childhood and family literacy training.

Community Based Teacher Education Program

- Increased number of communities where TEP is offered.
- Increased TEP enrolment rates by region.
- Increased TEP completion rates.
- Increased percentage of Aboriginal teachers in the NWT School System.
- Improved overall teacher retention.

Small Community School Initiative

- More students will complete the high school requirements to fulfill their academic and career plans.
- More students from small communities enroll in postsecondary education and trades training programs.

Action Plan

Expansion of Early Childhood Development Programs

2008-09 and ongoing

- Increase regional Early Childhood Program staff from 4.5 to 6.0 Full Time Equivalents.
- Establish an Early Childhood Coordinator position at headquarters to support Language Nest programming, support the development of a kindergarten curriculum and build linkages between early childhood and the formal school system.
- Sustain existing Language Nests.

2009-10

- Conduct a study of the Early Childhood and the Family Literacy training programs.

2010-11

- Increase funding to Aurora College to expand access to training for early childhood staff.
- Increase funding to the NWT Literacy Council to expand the Family Literacy Program.
- Provide funding for new Language Nests and increase funding to existing Language Nests.

Community Based Teacher Education Program

2008-09

- Continue delivery of TEP in first region.
- Introduce TEP in second region.

2009-10

- Continue delivery of TEP.

2010-11

- Continue delivery of TEP.
- Introduce TEP in other regions.

2011-12

- Continue delivery of TEP in regions.

Small Community School Initiative

2009-10

- Provide funding for 15 students from smaller communities to access high school programs required to fulfil their career and education plans.

2010-11

- Provide additional funding for 30 students from smaller communities to access high school programs required to fulfil their career and education plans.

2011-12 and ongoing

- Provide additional funding for 45 students from smaller communities to access high school programs required to fulfil their career and education plans.

STRATEGIC INITIATIVE: MAXIMIZING OPPORTUNITIES
Action: Improved Skills for Living and Working

Description

Trades Related Initiatives:

Additional Support for Apprentices: Increased support provided to women and Aboriginal people to assess their interest and skills in trades and occupations and to prepare them for the trade's entrance exam so they may effectively achieve certification in a trade or occupation.

Enhancing Community Level Delivery of Trades Training: Expanded access to trades training in the Beaufort-Delta Region through the operation of a state-of-the-art, Mobile Trades Training Unit (MTTU) purchased by Aurora College and its partners. The MTTU provides students with hands-on experience in five trade areas - carpentry, electrical, plumbing, welding and mechanical/automotive relevant to the immediate hiring needs of the mining and oil and gas industries in the NWT.

Apprentice Training: Enhancements to existing apprentice training programs to meet training needs of an increasing number of apprentices. As a result, the NWT will have a skilled northern workforce prepared to meet labour market demands.

Heavy Equipment Operator Training: An instructor position to conduct community-based training in the Dehcho and South Slave regions.

Equipment Maintenance: Increased support to Aurora College's Trades and Technology Program that provides programs to youth in schools, preparatory trades programs and apprenticeship training. As a result, this will ensure that northern candidates, including the Aboriginal population and women, are successful in trades and technical training.

School Trades Programming: Enhanced funding and programming for trades' education. Includes development of Apprenticeship Math curriculum and resources.

Labour Market Literacy

Enhance literacy programs that address the needs of working age youth and adults so that they can access education and employment opportunities in the following areas.

- *Building Community Capacity;*
- *Literacy Partnerships;*
- *Literacy programs for out-of-school youth;* and
- *Adult Secondary School Diploma.*

Small Community Libraries will receive an enhancement to their funding to allow them to expand hours of operation and thereby expand access to reading materials to allow people of all ages to maintain their literacy levels across the lifespan.

Enhance Adult Basic Education

Improve access to Adult Literacy and Basic Education (ALBE) by increasing adult educator positions in the fifteen smallest communities. As a result, adults will gain functional literacy and be better prepared to participate in training and employment opportunities.

Objectives

Trades Related Initiatives

- Increased participation in and completion of apprenticeship programs, particularly by women, Aboriginal people and residents of smaller communities.

Labour Market Literacy

- Increased number of programs participants.
- Increased hours of operation in small community libraries.
- Improved literacy rates at the population level.

Enhance Adult Basic Education

- Enhanced adult educator positions.
- Increased enrolments in Adult Literacy and Basic Education courses.

Action Plan

Trades Related Initiatives

2008-09

- An Introductory Plumbing Program is to be offered in Inuvik via MTTU.
- Maintenance and re-tooling of the MTTU in preparation for the first community delivery.
- Establishment of an MTTU Advisory Committee.
- Address recommendations from Review.

2009-10

- Hire project manager to Research and develop assessment tools and support mechanisms.
- Plan, develop, market and implement programs.
- Establish an evaluation plan.
- Develop accountability framework and provide teaching and learning supports to schools for high school trades programming.
- Develop Grade 10 apprenticeship math curriculum.
- Aurora College will hire community-based HEO instructor/coordinator.

2010-11

- Train regional Apprenticeship officers on new support initiatives.
- Pilot assessment tools, mechanisms and support programs.
- Implement communication strategy.
- Enhance funding to Aurora College for supports for Aboriginal and women apprentices.
- Develop Grade 11 apprenticeship math curriculum.

2011-12 and ongoing

- Develop Grade 12 apprenticeship math curriculum.

Labour Market Literacy and Enhance Adult Basic Education

Ongoing:

- Increase contributions to community libraries to increase hours of operation.
- Increase contributions to Aurora College for adult educator staffing in small communities.
- Provide alternative approaches for out-of-school youth through community partnerships.
- Develop resources and provide training to deliver Secondary School Diploma for adults.
- Support literacy partnerships and community literacy plans.

STRATEGIC INITIATIVE: MAXIMIZING OPPORTUNITIES

Action: Promote the NWT as a Place to Live and Visit

Description

Support Immigration

Increase immigration support by developing and implementing a territorial nominee program and by participating in national policies and programs for immigration and refugee protection. The active management of NWT immigration issues would support targeted needs of NWT employers by expediting the processing of permanent residency for immigrants with the required skills and resources. This would also allow the GNWT to manage the settlement, integration and retention of newcomers already in, or destined for, the NWT.

Increased Support for the Arts

Increase support for, and coordination of, individuals, organizations and projects to enhance programs that showcase the arts and cultures of the NWT for northern residents and visitors to the North. As a result, a number of social and economic benefits will accrue to individuals and organizations in the NWT. Individuals will be able to support a career, organizations will provide more stable, higher quality programs, Northerners will have an improved quality of life and northern communities will experience greater social cohesion.

Collections and Exhibits Renewal

To create an Assistant Curator position and to hire Community Coordinators to develop and implement a plan to systematically collect museum and archival materials, develop exhibit storylines with elders and other community experts, and design museum and on-line exhibits that represent the culture and heritage of the NWT. As a result, students, community researchers and the public in communities who cannot travel to the PWNHC will be exposed to travelling exhibits, more permanent community installations, and on-line photos and interactive components.

Objectives

Support Immigration

- Development and implementation of a territorial nominee program.
- Increased involvement in NWT immigration and refugee protection policies and programs.
- Improved management, settlement, integration and retention of immigrants to the NWT.

Increased Support for the Arts

- Increased participation in the arts.
- Increased social and economic well-being and community cohesion.

Collections and Exhibits Renewal

- Collections are made accessible to future generations.
- Northerners and visitors have a better understanding and appreciation of cultural heritage.
- Completed Regional Collections Strategies are accessible to the public.

Action Plan

Support Immigration

2009-10

- Hire a Coordinator and 3 staff to administer the Territorial Nominee Program.
- Fund Aurora College to deliver English as an additional language program.
- Establish Community Liaison Position.

2010-11 and ongoing

- Establish and advertise program.
- Process applications.
- Facilitate employer and industry access to program information.
- Monitor and report on results.

Increased Support for the Arts

2008-09

- Convene planning session with NWT Arts Council.
- Introduce new programs in a phased approach.
- Develop a new accountability framework and evaluation design to be incorporated into new or existing policies.

2009-10

- Continue to increase funding and introduce new programs.
- Develop and implement a promotional campaign.

2010-11

- Develop survey methodology and conduct survey on client satisfaction and outcomes.
- Continue to increase funding and introduce new programs.

2011-12

- Conduct a comprehensive evaluation of programs.
- Consult and develop directions document for next four years.

Collections and Exhibits Renewal

2009-10

- Hire an Exhibit Designer to continue community consultations and produce 2 exhibits and 4 dioramas as per the PWNHC Exhibits Strategy.
- Acquire artifacts for the PWNHC museum collection as required to meet the needs of exhibits and dioramas to be produced in 2009-10.

2010-11

- Hire an Assistant Curator and Website and Multimedia Coordinator.
- Research needs and opportunities for collecting museum and archives materials by thematic areas.
- Develop a five-year implementation plan.
- Document and conserve materials and make them accessible through museum and web exhibits and on-line catalogues.

2011-12

- Implement Year 1 of the five-year acquisition plan.
- Hire part-time regional staff to coordinate artifact production and acquisition.
- Implement the PWNHC Exhibit Renewal Strategy.

STRATEGIC INITIATIVE: MAXIMIZING OPPORTUNITIES
Action: Maximize Benefits from Resource Development

Description

Land Use Permits

Fund a Geographic Information Systems (GIS) Officer position and its work in relation to land use and archaeological permit issuance. The GNWT is responsible for the protection and management of archaeological sites in the NWT under the federal *Northwest Territories Archaeological Sites Regulations*. The GIS Officer will manage GIS-based inventories of heritage resources, traditional land use and geographic names in the NWT. The position will also provide GIS products to facilitate the Department's engagement with the land use permitting/environmental assessment processes and fill spatial data requests by proponents, archaeological consultants and regulatory agencies.

Training and Coordination

Provide funding to meet compliance with the Socio-Economic Agreement (SEA) signed by the GNWT and operators of the MGP to contribute to a training fund. Each party is to contribute $500,000 towards the training fund (a total of $1 million) for each year for the first ten years following a decision to construct the Mackenzie Valley Gas Pipeline (the Pipeline).

Objectives

Land Use Permits

- Permits are processed in a timely manner.
- Archaeological sites and resources are protected for future generations.

Training and Coordination

- Training plans respond to industry needs.
- Northerners have access to training in the oil and gas sector.

Action Plan

Land Use Permits

2008-09 and ongoing

- Staff Geographic Information Systems Officer position.
- Provide additional GIS training as required.
- Acquire licences for GIS software.
- Conduct GIS mapping and analysis.

Training and Coordination

2010-11and ongoing

- Contribute $500,000 towards the establishment of a training fund.
- Hire a coordinator.

STRATEGIC INITIATIVE: REFOCUSING GOVERNMENT
Action: Strengthen Service Delivery

Description

Support Official Languages

To improve GNWT services in the NWT Official Languages of the public it serves by developing an implementation plan and by piloting Single-Window Service Centres for French and developing plans for service centres for one or more Aboriginal Languages. As a result, and in conjunction with other measures, the GNWT will have a greater capacity to deliver the broadest possible array of public services in the official languages while members of the NWT Official Languages communities will have improved access to GNWT public services.

Objectives

Short-term Objective:

- Client satisfaction with efficiency and effectiveness of new service delivery mechanisms.

Long-term Objectives:

- Stable and effective mechanism to deliver the broadest possible public service in the official languages as needed.
- Improved access to government services.

Action Plan

2008-09

- Pilot French Single Window Service Centre.
- Develop a draft implementation plan for French language services in consultation with the Francophone community.
- Negotiate funding agreement with the federal government.
- Develop a draft implementation plan for language services for at least two of the high demand Aboriginal languages in consultation with official Aboriginal language communities.

2009-10

- Pilot Single-Window Service Centre for Aboriginal languages – either one language a year or several languages in a phased approach.
- Conduct evaluation and revise implementation plan as required.

2010-11

- Continue and/or expand Single Window Service Centre for Aboriginal languages.
- Continue to conduct evaluation and revise implementation plan as required.
- Host 15th Annual Ministerial Conference on Canadian Francophonie – September 2010.

2011-12

- Continue and/or expand Single-Window Service Centre for Aboriginal languages.
- Continue to conduct evaluation and revise implementation plan as required.

STRATEGIC INITIATIVE: REDUCING COST OF LIVING
Action: Support Individuals and Families

Description

Next Steps in Income Security Reform

In order to identify gaps in its own social safety net, the GNWT has assessed the range of supports it currently provides against the goals that it wants to achieve through an Income Security Review process. As the lead for Income Security Reform, the Department developed an Income Security Policy Framework and Model and reviewed all Income Security programs and subsidies on behalf of the GNWT to ensure that they continue to meet public needs. As part of Income Security Reform, changes will be implemented that support the goal of a coordinated approach to the delivery of social programs. Greater emphasis is being placed on a client-focused method of service delivery. This method of working with clients will ensure that programs are providing supports and referrals to achieve full citizenship, inclusion and participation in the labour market.

Objectives

- NWT residents have an adequate level of income that supports them in meeting their basic needs, enables them to participate in community life and supports their participation in programs that strive to develop self-reliance.
- Income Security programs are fair, equitable, needs based, fiscally responsible, transparent and effective.

Action Plan

2008-09

- Develop new Income Security Model based on broad consultations with the public in communities across the NWT and with key community organizations.
- Establish a single point of entry for applying to all income security programs.

2009-10

- Hire two Regional Managers, Income Security (Dehcho and Sahtu).
- Set up the two offices in the two regions.
- Provide ongoing support to Client Service Officers in the communities.
- Ensure compliance of Social Assistance Act, regulations and policies.
- Establish a case management delivery approach in all communities.
- Ensure ongoing customer service is provided.

2010-11 and ongoing

- Ongoing monitoring, tracking and reporting of Income Security Programs in each region.

INFRASTRUCTURE INVESTMENTS

The following major projects will be undertaken during the Business Planning period:

Aklavik	Moose Kerr School Roof Replacement
Fort Good Hope	Chief T'selehye School Replacement
Fort Simpson	Dehcho Complex Office/Hall
Fort Simpson	Thomas Simpson and Bompass Elementary School Boiler Replacement
Fort Smith	Joseph Burr Tyrell Elementary School - Upgrade
Gamèti	Jean Wetrade School Addition
Hay River	Diamond Jenness School Renovation
Inuvik	Samuel Hearne Secondary School Replacement
Inuvik	Sir Alexander Mackenzie School Replacement
N'dilo	Kalemi Dene School - Replacement
Tulita	Chief Albert Wright School - Replacement
Yellowknife	École Allain St-Cyr Addition – Construction of Addition (Phase I)
Yellowknife	École St. Joseph – Renovation
Yellowknife	J.H. Sissons Renovation

Note: This is not a comprehensive list of the Department's infrastructure Investments.

LEGISLATIVE INITIATIVES

An Act to Amend the Employment Standards Act

The Bill enacted in March 2008, amended the definition of the term "week" in section 1 of the *Act*, and added a separate definition of the term "week" for use in the compassionate leave provisions of the *Act*.

An Act to Amend the Historical Resources Act

The proposed Bill will remove those provisions of the *Historical Resources Act* establishing the Historical Advisory Board, which has been inoperative for a number of years. The Bill will also change substitute certain references to the Commissioner with references to the Minister to reflect current responsibility for administration of the legislation.

Public Library Act

The proposed Bill will replace the *Library Act* with a modern regulatory framework that reflects how the NWT public library system is currently administered. It will outline the ability of a public library to control its premises and charge fees for certain services, and set out those services for which clients may not be charged fees.

An Act to Amend the Student Financial Assistance Act

The proposed Bill will amend the Schedule of the *Student Financial Assistance Act* to increase the maximum aggregate of principal amounts outstanding in respect of all loans.

An Act to Amend the Apprenticeship, Trade and Occupations Certification Act

The proposed Bill will modernize the *Apprenticeship, Trade and Occupations Certification Act*, and implement changes to the statutory framework for the apprenticeship, trade and occupational certification framework identified in the Apprenticeship and Occupational Certification Review.

An Act to Amend the Social Assistance Act

The proposed Bill will amend provisions of the *Social Assistance Act* to provide for a first level of appeal from the decision made under the Act to either a community appeal committee or an administrative review group comprised of employees designated by the Minister. This change will authorize the Department's current practice of having income assistance appeals heard by an administrative review group in those instances where there is no community appeal committee or the appeal committee is not able to hear the appeal within a reasonable time frame.

The Bill will also incorporate a provision to limit the jurisdiction of the appeal committee, administrative review group and the Social Assistance Appeal Board to consider issues arising under the *Canadian Charter of Rights and Freedoms*. This amendment will clarify to appellants and members of appeal panels that only the Supreme Court of the Northwest Territories can address *Charter* issues. Another proposed amendment will facilitate the addition of new regulations that will address income security programs outside of the core income assistance program.